



Inclusion Ireland

The National Association for People
with an Intellectual Disability.

Annual Report 2022








inclusionireland.ie



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Our Values, Vision and Purpose

Our Vision

Our vision is an inclusive Ireland where people with an intellectual disability are supported to live and participate as an equal member within the community.

Our Purpose

We work towards the full inclusion of people with intellectual disabilities by supporting people to have their voices heard and advocating for rights under the United Nations Convention on the Rights of People with Disabilities (UNCRPD).

Our Values

The work of Inclusion Ireland is underpinned by the values of dignity, inclusion, social justice, democracy and autonomy.

We are Inclusive

People with an intellectual disability are at the heart of everything we do.

We are Informed

Our work is informed by our members' views and life experiences and by research.

We are Supportive

We support our members to take part in decisions that are about them.

We are Rights-based

We champion the human rights of people with an intellectual disability.

We are Outspoken

We campaign for change when we see things that are not fair.

We are Collaborative

We work in partnership with others to build a more inclusive Ireland.



A group of people pictured at our 'My Life, My Choice' event.

Our Strategic Priorities

We worked to make a difference in the lives of people with an intellectual disability by achieving the following Strategic Priorities in 2022:



CEO Message

I am delighted to welcome you to our 2022 Annual Report.

The team at Inclusion Ireland had a busy and engaging year as we highlighted the many issues faced by people with intellectual disabilities and their families, working together towards a more inclusive society. I would like to take this opportunity to thank our team and our board for their efforts throughout the year.

In 2022, we listened to many stories from people with intellectual disabilities and their families who contacted us, attended our information talks or took part in our consultations. Five years after our country ratified the United Nations Convention on the Rights of People with Disabilities we know that there is a long road ahead for people with intellectual disabilities in Ireland and their families.

It is important to us that we live our values and call out inequality whenever we see it. In 2022 our media presence increased considerably. We appeared on national airwaves and in print media, shaping the conversation about what real inclusion means. We also supported six advocates to become media spokespeople in an Irish Human Rights and Equality Commission funded project so that their voices can be heard loud and strong. We are proud as an organisation that we are “builders, not bashers”. We will call out inequity, but we will also put our shoulder to the wheel and do the work with the state and state funded organisations to create the change both behind the scenes and publicly.



In 2022, Inclusion Ireland hosted multiple events where we brought together disabled people, family members, policy makers, advocates and elected representatives. It is our belief that when we are all in a room together, powerful things can happen - attitudes can change, hearts and minds can open. I am proud of our team for hosting many conversations between people with diverse viewpoints and coming to agreements on what is important so that we can advocate better and campaign for change. One example of this was our Inclusive Education Seminar which took place in November 2022. We heard stories of seclusion and restraint, children excluded from school, the lack of resources and teacher and Special Needs Assistant (SNA) education and support. We also heard the positive stories of when inclusion really works in schools and how transformative that is for the whole school community

Together we developed a plan for what needs to change in education so that all children can belong in their local school. Together we spoke of the need for investment through a ten-year cross government plan for a fully inclusive model of education. Inclusive communities have their beginnings in the local school, we must start there and invest there.

Housing and access to supported living opportunities remained a critical issue for our members and the broader community. With the housing crisis deepening, we continue to push for the co-publication of the implementation plans for the Disability Capacity Review and the housing plan for disabled people. We continue to lurch from crisis to crisis rather than planning with people for their futures and a home of their own. This plan has to include the 2400 people living in institutional settings, the people with intellectual disabilities living in nursing homes and the thousands of people living at home with their families with no plan for their future. The plan has to be inclusive of everyone; from those who require a small amount of support to live in their community, to those who require intensive levels of support. It also has to include individuals and their families who want to stay living together in the family home by investing in home based support and personalised budgets.

Too often in 2022 we saw the result of the lack of support for children with disabilities and their families in the early years. This support should be seen as an investment by the state, an investment in the child's future, an investment in supporting families to be sustainable and healthy. We need to see a move towards more individualised support for children and their loved ones, early in life.

What is clear is that we need a movement for change. We need people to work together so that we can have hope for the future. As we look towards 2023 and beyond, we plan on growing our membership and creating opportunities for us to work together. We need mobilisation across the country, we need our elected representatives to hear the real stories of people and what is happening across our communities. We also need to hear the stories of hope and what is possible for people when the right supports are in place, and how transformative it is for the person, their family and the wider community.

Real inclusion is about acceptance and belonging. It is unique to every individual. It is about rights. It is about recognition. It is about the state and our society valuing people for who they are, whatever support needs people might happen to have. We will not rest until people with intellectual disabilities know that they are valued and that our state fulfils its obligations under the UNCRPD.

Please continue to support our work, to challenge us, to work with us, to share your stories so that we can campaign for real world change, for a more inclusive Ireland.



Derval
CEO Inclusion Ireland

Chairperson's Message

On behalf of the Board of Directors, welcome to the Inclusion Ireland Annual Report 2022. I am delighted to share with you the report on our activity and the impact we had throughout the year.

Our previous strategy reached its end in December 2022. We spent a considerable part of 2022 engaging with people with intellectual disabilities, family members, our funders and partners in developing our new strategy which we will launch in mid-2023. This new strategy includes the most important issues facing our members and the broader intellectual disability community. As part of our strategy development, we also took the opportunity to reflect on our purpose as an organisation, to set out a clear description of the work we do and our intentions for the next three years.

My focus, as Chairperson, is to ensure that our organisation has the highest commitment to good governance and that we are always improving how we work. We are fully compliant with the Charity Regulator. We are constantly striving to make all of our processes better and more transparent.

In 2022, our board underwent an external evaluation. We were pleased with how that process went and the assurances that it gave us about how we are working.

As Chairperson, I am incredibly proud of our inclusive board. A third of our Board of Directors have lived experience of an intellectual disability. This sets the tone for our organisation and makes sure that we stay focused on our purpose and what we are about; the rights of people with intellectual disabilities to be valued as equal members of society.

I would like to take this opportunity to thank our Board of Directors for their commitment to our organisation and its future. Inclusion Ireland is now 61 years old. We rely on the dedication of our board to ensure that we continue to grow, develop and do our work so that the rights of people with intellectual disabilities and their families are understood, respected and responded to. I would also like to thank our team at Inclusion Ireland. They are passionate advocates, deeply invested in creating the change that is so badly needed.

If you are not a member of Inclusion Ireland already, I would ask that you consider joining us. Together we can make a real difference to people's lives, one conversation at a time.



Ashley Sands

Chairperson Inclusion Ireland



Our Board of Directors

Ashley Sands Chairperson

Tenure: **7th November 2020**

Board Meeting Attendance: **6**

Sub Committees: **Audit, Risk, Quality, People and Pay**

David Fraughen

Tenure: **29th November 2017**

Board Meeting Attendance: **6**

Sub Committees: **Include**

Sarah Jane Lavin

Tenure: **9th April 2018**

Board Meeting Attendance: **5**

Sub Committees: **Include**

Marian McNamara

Tenure: **7th February 2018**

Board Meeting Attendance: **4**

Sub Committees: **Audit, Risk, Quality**

Siobhan Bryan

Tenure: **7th November 2020**

Board Meeting Attendance: **5**

Sub Committees: **Include**

Marianne Garvey McMahon

Tenure: **27th June 2020**

Board Meeting Attendance: **6**

Sub Committees: **People and Pay**

John Moore Company Secretary

Tenure: **7th November 2020**

Board Meeting Attendance: **6**

Sub Committees: **Company Secretary**

Tomás Murphy

Tenure: **7th November 2020**

Board Meeting Attendance: **6**

Sub Committees: **Co-Chair of Include, People and Pay**

Maria Panza

Tenure: **27th June 2020**

Board Meeting Attendance: **5**

Sub Committees: **People and Pay**

Martin Rowan

Tenure: **7th November 2020**

Board Meeting Attendance: **4**

Sub Committees: **Include**

Glenn Shanley

Tenure: **7th November 2020**

Board Meeting Attendance: **5**

Sub Committees: **Chair of Audit, Risk, Quality**

Nora Torpey

Tenure: **7th November 2020**

Board Meeting Attendance: **5**

Sub Committees: **Include**

Our Board Structure



An Inclusive Board

Inclusion Ireland is led by a Board of Directors. 4 of the Directors are self-advocates. We work hard to be a board that really includes and listens to all the Directors.

Our Governance

Inclusion Ireland fully complies with the Governance Code for Charity Organisations as set out by the Charity Regulator in Ireland.

Inclusion Ireland has a CEO and Board of Directors who make sure that we work in accordance with our values and strategic plan.

Ongoing Development

The board undertook an external evaluation in 2022. This was a positive experience highlighting the progress we have made as an organisation and our commitment to transparency and good governance. The board is committed to continuing our journey of learning and development in the coming years. We are mindful of ensuring our board has the diversity of skills and knowledge it needs to do our work effectively.

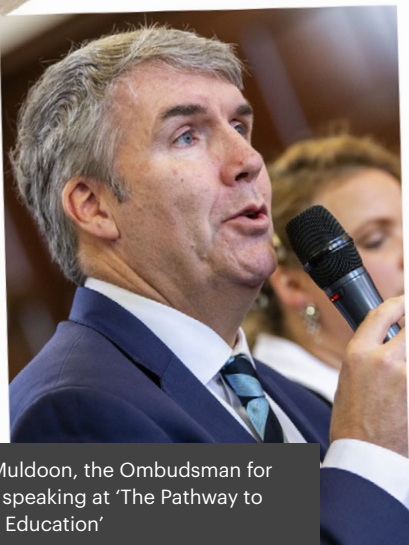
Snapshot of 2022



Our CEO Derval McDonagh and Policy Co-Ordinator Guillaume Jacquinot were delighted to meet with Minister Josepha Madigan to discuss our vision around Inclusive Education



Minister of State for Disability, Anne Rabbitte TD with Aisling Mason, AAC User and Derval McDonagh, CEO Inclusion Ireland pictured at our Alternative and Augmentative Communication event



Dr Niall Muldoon, the Ombudsman for Children speaking at 'The Pathway to Inclusive Education'



A group of participants pictured at one of our IHREC People with Intellectual Disabilities, Rights and the Media events



A panel discussion at our 'My Life, My Choice' event



Members of the IHREC Project Working Group at their first meeting



Our Inclusion Ireland Board members with Deputy Holly Cairns TD of the Social Democrats after bringing a motion forward on the Cost of Disability payment in the Dáil



Mary Lee and Jimmy Dooner at the Inclusion Ireland stand at the Offaly Social Inclusion Showcase in Tullamore



Attendees at our 'My Life, My Choice' event



Graphic Harvester Eimear McNally drawing a visual representation of the event 'The Pathway to Inclusive Education'



Una Coates, Self-Advocate presenting at the 'My Life, My Choice' Event to mark International Day for Persons with Disabilities

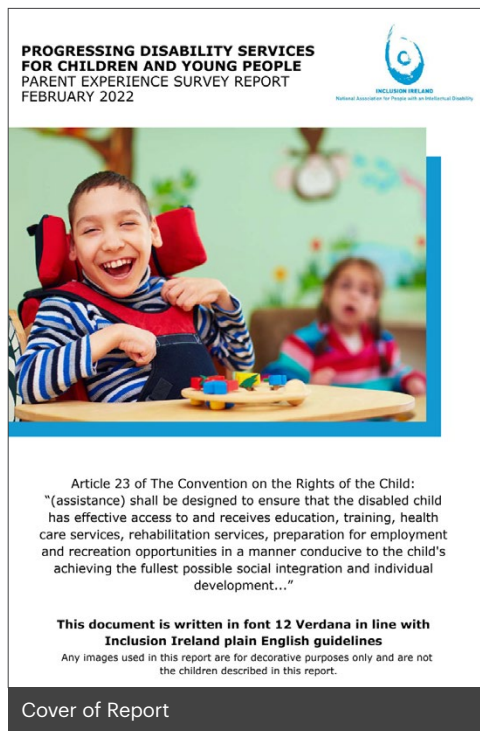


Owen McGirr, AAC User and entrepreneur presenting at our AAC event

2022 Reports

Progressing Disability Services for Children and Young People - Parent Experience Survey Report - February 2022

In February 2022 we published a Research Report on the Parent Experience of Progressing Disability Services for Children and Young People. Lack of services was the main issue that emerged from the research which saw responses from over 1000 families across Ireland.



Cover of Report

Some key findings of the survey include:

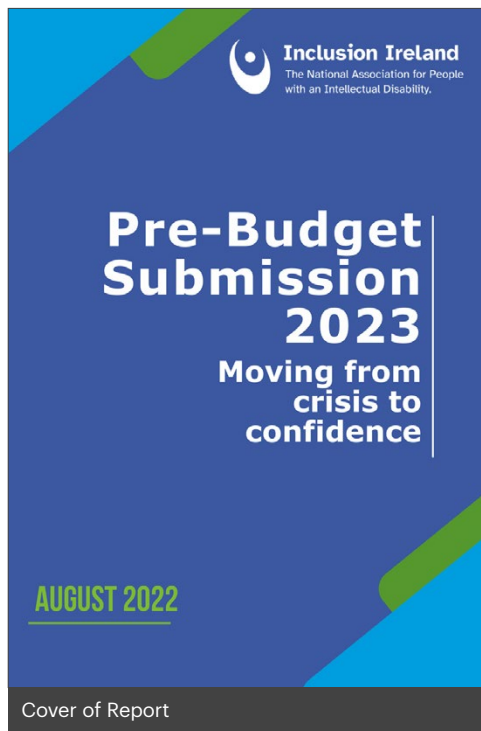
- Over 50% of the families of children surveyed are not in receipt of any service. Less than 1/3 of families (28%) were engaging with Progressing Disability Services through Children's Disability Network Teams (CDNT).
- Many parents reported that their child spent a significant time on a waiting list for services. 85% reported that they have waited or continue to wait for more than a year. Of these children; 27% were waiting 2-4 years, 16% were waiting 4-6 years and 5% for 6 years or more.
- 48% of families cited difficulties with communication from the services as one of their top 3 issues with the service. Families describe a lack of clarity in relation to plans and time frames for Progressing Disability Services for Children.
- 19% of families provided us with detail relating to concerns about quality of service. Examples included the lack of frequency of interventions, difficulties with staffing levels and lack of joined up working with schools or other services.



You can read the full report
here on our website

Pre-Budget Submission 2023 – Moving from Crisis to Confidence

In putting together our Prebudget Submission 2023 we consulted with people with intellectual disabilities and their families. We received 458 responses to our survey.



This submission identified 6 key action areas informed by our consultations and the relevant UNCRPD Articles.

These are:

- Housing and community living
- Poverty and cost of disability
- Access to services
- Education
- Employment
- Decision making and access to information



[You can access our Pre Budget Report for 2023 on our website by clicking here](#)

Alternative and Augmentative Communication Report

This report followed a seminar on Alternative and Augmentative Communication, held in partnership with the Irish Association of Speech and Language Therapists which was led by AAC users themselves. The seminar celebrated the ways in which people communicate other than speaking, through their gestures, signs, eyes and technology.



Cover of Report



You can read the report on our website
by clicking here

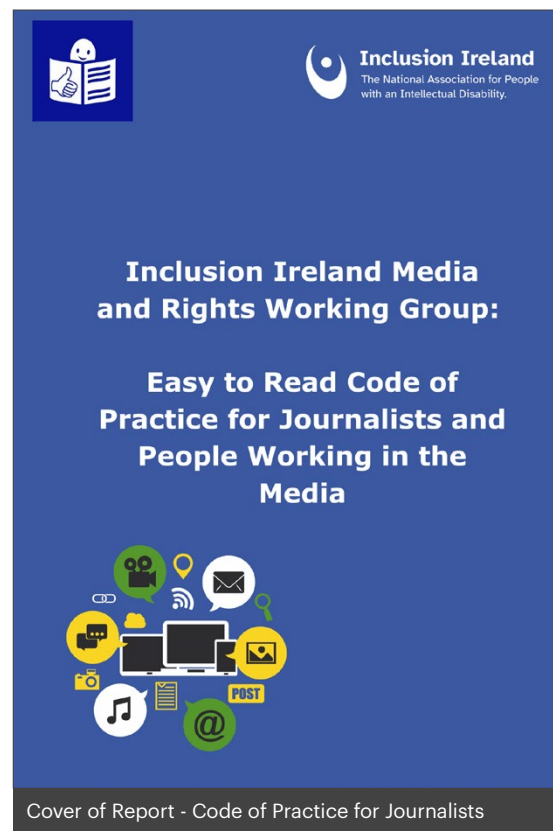
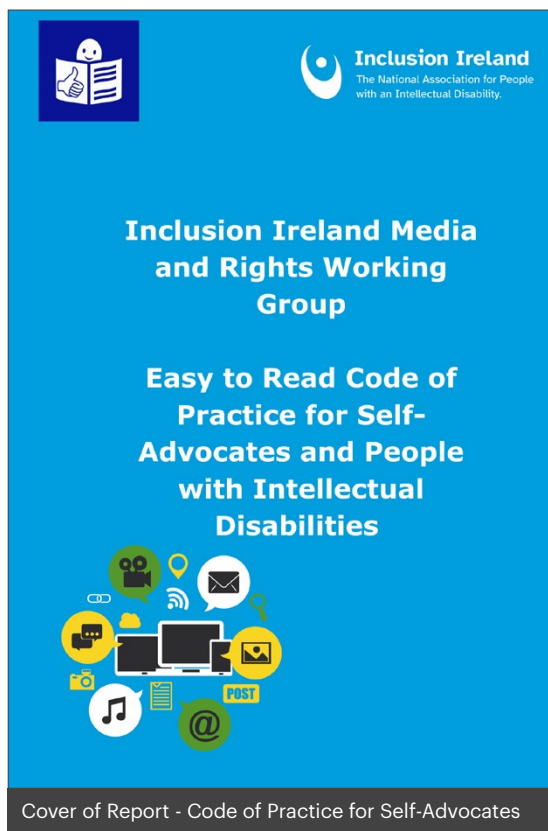
Inclusion Ireland Media and Rights Working Group - Codes of Practice

To promote people with intellectual disabilities' participation in public discourse around disability this project aimed at building the capacity of people to be media spokespersons on issues that impact them.

To achieve this goal, Inclusion Ireland recruited 5 people with an intellectual disability to form a working group to support the implementation of the project.

Thanks to the input from the working group members and the participants during the three events, two codes of practice were created.

1. **Code of Practice for Self-Advocates**
2. **Code of Practice for Journalists**



You can read the Codes of Practice here
on our website

Spotlight on Participation

Strengthening Voices

Staff in Sligo, worked closely with self-advocates and the HSE to make a survey about Day Services that is easy to use.

When you touch a button on this survey you can hear the question out loud. When you answer the question, you can hear your answer out loud.

Self-advocates in Sligo, Monaghan and Donegal helped us to write the questions and choose pictures. They helped us to make a video to explain the survey.

Then they helped us to test the survey in 10 different day services. It was very successful. It helped people to speak up and say what they thought about the Day Service and the changes that they wanted to make.

We also started working with self advocates to do a survey for community houses. This will be tested in 2023.

Self Advocacy

We work very closely with self advocates across the country. Some of our highlights include:

We worked with the HSE and DFI to organise a Self Advocacy Conference in Donegal.

We joined the HSE Community Healthcare Organisation Strategic Working Group for the reform of Disability Services in the Northwest. A key part of this work will be supporting the drafting of a Self-Advocacy Strategy for the HSE in this area.

Inclusion Ireland facilitates three self-advocacy groups in Dublin, Tullamore and Sligo where we support people with intellectual disabilities to learn about their rights, to take part in their communities and in consultations. This is really important community based work where we listen to the views of people and support them to advocate for their rights.

Service Reform Fund

In 2022, Inclusion Ireland was asked to lead a project on the participation of disabled people in the HSE and HSE funded services. Its important that people can have their voice heard and design and review services which they need.

Inclusion Ireland worked in partnership with the Independent Living Movement Ireland. The project will be completed in early 2023 with a set of resources and a guide published on how to improve the participation of disabled people.

Connect Family Network (CFN)

Inclusion Ireland continued to support family members and friends of individuals with an intellectual disability through our Connect Family Network. We held information talks every month. Popular topics included:

- Education - Advocating for your Child
- Assisted Decision making
- Making a Will
- Housing rights
- Your child has an intellectual disability- what next?

The Connect Family Network is also a place for sharing ideas and views on particular issues. Through meetings, focus groups and surveys, and informed by enquiries we receive, family members were consulted and contributed to policy and reviews on issues such as access to education and budget 2023.

The Connect Family Network e-newsletter and regular email updates shared news and information with 194 individual family members and support groups across the country.

Disability Participation and Consultation Network (DPCN)

The Department of Children, Equality, Disability, Integration and Youth asked Inclusion Ireland to be the 'organising member' of the DPCN in December 2020.

The idea behind the DPCN is to increase the participation of disabled people in decisions that impact them at a government and policy level. The DPCN shares information through newsletter, talks, information sessions. In 2022, a website was created which will be launched in 2023.

In 2022 the DPCN facilitated information sessions for disabled persons organisations, disabled people and other organisations supporting disabled people. These included:

- Consultation on the Government's Third Strategy on Domestic, Sexual and Gender-Based Violence
- National Housing Strategy for Disabled People National Implementation Plan
- Reasonable Accommodation Fund Scheme with the Department of Social Protection
- Autism Innovation Strategy Information Session
- Draft Regulations for Providers of Home Support Services
- Roadmap for Social Inclusion Mid-Term Review

Story 1

Midlands Conversation Group

Hi my name is Jimmy Dooner.

I have been a member of the Midlands Conversation Group since it began in 2018. We meet monthly in a local community centre in Tullamore. We can have six people around in the circle or sixteen depending on the day. We have a topic to discuss and information to share at each meeting. In this past year we have learned more about the United Nations Convention on the Rights of Persons with Disabilities (UNCRPD), on the Decision Support Service and the Assisted Decision Making Act, and on the work of the Offaly Disability Equality Network. We also have been involved in focus groups for the Health Information and Quality Authority on access to their website and for Inclusion Ireland on their Strategic Plan. We have heard from the Offaly Volunteer Centre and Connection Arts about ways to connect in the community. We also hosted an event during Social Inclusion Week in September and welcomed a large number of people from the community to come and see what we are doing in the group.



Jimmy Dooner

For me, the importance of the group is to get everyone's viewpoint. We give everyone an equal opportunity to speak, to have their say. We go at a speed that includes everyone, that makes sure that everyone is included. We also respect the opinion of everyone.

There is an invitation to all people with intellectual disability to become part of the group. I tell people that the information shared on the day may be helpful for them. I believe that I can learn from the others in the group and that they can learn from me, too.

Being part of the group has given me the opportunity to deliver presentations. I have built up my knowledge in the group and have delivered presentations on the Public Sector Duty to Offaly County Council and to Citizen Information Offices. Doing the role plays based on real life experiences has helped me to build my confidence. I have something to say and people have appreciated hearing from my experience. I was asked recently on how to consult with people with intellectual disability and I was able to give the group examples of the ways in which I and others find useful. I was also asked if I experience discrimination. I told them, "No, I would pull them up on it." I get confidence from this work and from the group.

Spotlight: Housing

United Nations convention on the Rights of Persons with Disabilities (UNCRPD):

Every person has a right to live where they want and with who they want to live with.



Housing is one of our top priorities at Inclusion Ireland. We want to make sure that the barriers people with intellectual disabilities are facing in getting a home of their own are removed.

These are some examples of our work in 2022:

Housing Sub-Committee

- The Housing Sub-Committee was created in November 2021
- It is made up of people with an intellectual disability, family members and professionals
- In 2022, meetings were organised with the Housing Agency and the Irish Council for Social Housing
- The group made submission to the new Housing National Strategy and Implementation Plan for People with Disabilities 2022-2027

Department of Housing

Inclusion Ireland made a submission in July 2022 on housing adaptation grants. The submission called for a change to the means test so more people with an intellectual disability and their families can have access to it. It also highlighted the importance of increasing the grant and extending it to new build homes.

In its 2023 Pre-Budget Submission, Inclusion Ireland asked for the implementation of the Disability Capacity Review, for people to be supported to move out of congregated settings and for people under 65 to be able to move out of nursing homes.

In October 2022, Inclusion Ireland got an invitation to sit in the National Implementation Subgroup. The Subgroup has representatives from the three Government Departments (Department of Housing, Local Government and Heritage (DHLGH), Department of Housing (DOH) and Department of Children, Equality, Disability, Integration and Youth (DCEDIY)), the Housing Agency, disability umbrella organisations, disabled peoples' organisations, the Irish Council for Social Housing (ICSH), local authorities, the HSE (disability and mental health) and the National Disability Authority (NDA). The role of the Subgroup will be to make sure the government keeps its promises with the strategy. It will prepare an annual report on its progress. This group will be very important so there is an overview on housing information and so that we can advocate better for people with intellectual disabilities and their families.

Housing Agency

Inclusion Ireland took part in 15 training sessions with the Housing Agency to raise awareness of the Assisted Decision-Making Act in different local authorities. Inclusion Ireland presentations were led by people with an intellectual disability and great feedback was received from the attendees.

Paul Alford and Margaret Turley, two of our self-advocates were interviewed to be part of the 2023 awareness raising campaign for the housing strategy. They talked about their experience and struggle for housing and what they hope for in the coming years.

Our Easy to Read Group proofread the Housing Agency work and the documents they adapted in accessible format such as the Housing Options Guide and the Housing Assistance Payment Guide.

Oireachtas Disability Group

As part of the Oireachtas Disability Group Inclusion Ireland advocated for housing and support for people with an intellectual disability in Ireland.

Housing Research

In 2022 we did some research into housing and supported independent living in Ireland. We needed to find out more information about what was happening.

First, we spoke to people with lived experience, self-advocates and supporters at our Housing Information Session. We gave a talk about housing and your right to live where and with whom you choose. Then we asked what issues you think we need to talk about and what information could help us.

People told us that they needed:

- Accessible information
- A jargon buster (this explains what all the housing terms mean)
- Support around applying for social housing, grants etc.
- Better systems so that everyone had access to their rights

We worked to develop Easy-to-Read text and video materials including:

- Guides on rights and entitlements
- How to get started
- Applying for social housing
- Supporting people to self-advocate and sit on local Housing Disability Steering Groups

These can be found on our website and on our YouTube channel.

With the information we gathered from our members we set about getting information on how the system works.

We sent surveys out to 3 groups:

- Approved Housing Bodies
- Local Housing Authorities
- The 9 HSE areas (CHOs)

We asked about:

- Decongregation
- People under 65 years living in nursing homes
- Waiting lists
- People living in the family home who want to move
- Support packages
- Personal Assistance
- Assistive technology and adaptations
- People with high support needs
- Local Housing Disability Steering Groups

The organisations who responded represent over 5000 people with an intellectual disability. This gave us a snapshot image of how the housing crisis is affecting people with intellectual disabilities.

64% of people represented live at home with 13% needing to move out immediately.

Some said that without intervention or advocacy from the Approved Housing Body or Support Service people can be left waiting forever.

The National Housing Strategy for Disabled People 2021-2027 supports the local Housing Disability Steering Groups to keep working. These bring together all the different groups and people working locally on housing issues. It allows them to share what they know so they can work as partners on helping people with disabilities to live where they want.

Only one organisation said that they knew their local steering group had a person with an intellectual disability as a member. Over 40% of those who answered don't know what the local Housing Disability Steering Groups do.

When we asked about people moving into their own place we wanted to know what is good and what is bad. The number one factor for success listed by the participants was that a person's own choices must be heard and respected.

The number one thing listed as stopping housing for people with intellectual disability was lack of housing supply. This was closely followed by lack of funding for support packages.



Paul Alford,
The First 52 years, 2017

I received a phone call at half three one afternoon at the start of April 2015 to say that I was a property owner...

It's people's choice if they want to move out. They should be told more about it.

Story 2

Inclusion Ireland IHREC 2022 Project on Media Participation

My name is Margaret Turley, I work with EY. I do a lot of projects with Inclusion Ireland and I am a Special Olympics athlete.

I saw on Facebook that Inclusion Ireland was looking to recruit self-advocates for a new project on media. I was interested because I think it is important for people to hear how passionate I am about people with disabilities' rights and what better way to get the message out there than the media? Because I am passionate about it, I applied for the position. I was delighted I was selected as it gave me a chance to speak up for people with disabilities' rights and show the world that we are not going to be forgotten about.



Margaret Turley

We met everyone and had a chat to get to know each other. We decided what topics we would focus on in the project like education, budget and independent living. We had 2 training sessions. One training was on our rights and the United Nations Convention on the Rights of Persons with Disabilities (UNCRPD). The other training was about media. We had to do roleplay on pretend interviews, we also played the role of the interviewers. We got some tips on how to present and speak.

We prepared and organised 3 events on the topics we chose. Every time, we decided who would take different roles: Masters of Ceremony (MC), Presenters, media rights, feedback and next steps.

I went to an event organised by the BBC. It was about their 50/50 project which is about having more diverse groups speaking in the media. I registered for a list of people who can be picked up by the BBC to contribute on a topic.

As part of the project, we made videos to show what an inclusive interview looks like and we showed them at the last event.

The project was really good. I enjoyed working together and having different roles at the events. Everyone had a job. We started with small jobs at the beginning and as we got more confident we got bigger jobs. I learned how to work as part of a team with other people. When you don't know people, it can be hard but it went well. I also learned more about advocacy and got more confidence in myself and what I have to say. I am more confident to speak up. I learned not to worry about how people will react and believe in what I say.

Policy Submissions

Policy Submission	Key Asks	Impact
Consultation on Code of Practice on Supporting Decision Making and Assessing Capacity	<p>Code of practice was not written in an accessible format and needed to be re-drafted.</p> <p>Whole consultation from the Decision Support Service should be inclusive of people with an intellectual disability.</p> <p>The code should have more practical examples of the assessment process so people better understand it</p>	The code was redrafted with the comments received to make it more understandable.
Information for List of Issues to the UN Committee on Economic, Social and Cultural Rights	<p>We asked the UN Committee to raise questions around</p> <ul style="list-style-type: none"> the lack of timeline around decongregation the high unemployment rate and unfair working conditions the higher rate of poverty and extra cost of disability lack of access to health services segregation of children with an intellectual disability in their access to education lack of support to make decisions absence of ratification of the Optional Protocol to the UNCPRD. 	The UN Committee included the questions suggested by Inclusion Ireland in the list of Issues submitted to the Irish government for the new reporting cycle.
Regulation for Providers of Home Support and Homecare.	<p>Terms and descriptions used should not be vague. Definitions should be compliant with the UNCPRD rights- based approach.</p>	Inclusion Ireland fed into the public consultation and the regulations were changed.
Submission on the General Scheme of the Assisted Decision Making Act Amendment Bill 2021	<p>Public consultations should be inclusive and the code of practice for the Decision Support Services professionals should be in an accessible format.</p> <p>People involved in the assessment and support should be trained about the UNCPRD.</p>	The Bill was changed and adopted.
Submission on School Transport Scheme	<p>There should be travel time limitation mentioned in the Scheme, student needs should be taken into account.</p>	School Transport Scheme was changed accordingly.
Submission to Decision Support Service Phase 2	<p>Assessment should involve more than one person</p>	The Decision Support Service acknowledged our observations and changed the codes accordingly.

Policy Submission	Key Asks	Impact
Submission to Decision Support Service – Decision Making Representative	Suggest rewording the code using rights based language. Process safeguards are key as it targets people with high support needs.	The code was finalised based on suggested changes by partners.
Submission to Decision Support Service – Attorneys	More examples and case studies were needed to highlight best practice. Information should remain person's property and at their disposal.	The code was finalised based on suggested changes by partners.
Submission to Decision Support Service – Decision Making Assistant	Potential conflict of interest might arise with appointment. Safeguards in the process must be put in place to ensure we move away from the old "best interest" model.	The code was finalised based on suggested changes by partners.
There should not be just one person with the power to declare a person's ability to make decisions.	There should not be just one person with the power to declare a person's ability to make decisions.	The code was finalised based on suggested changes by partners.
Submission To Decision Support Service – General Visitors	Similarly, to special visitors, there needs to be several people to ensure that decisions are not made by one person. Support needs to be provided to someone to make decisions before considering that they are not able to do so.	The code was finalised based on suggested changes by partners.
Submission To Decision Support Service – Court Friends	Will and preferences should be central in the code. Getting someone's personal record should not be possible without the person's consent or consent from a relevant person.	The code was finalised based on suggested changes by partners.
Submission To Decision Support Service – Independent Advocates	Someone else should witness the consent process to make sure it has been done correctly.	The code was finalised based on suggested changes by partners.
Progressing Disability Services Report	<p>More than 1000 families answered our survey to highlight their difficulties in receiving support. The main findings were:</p> <ul style="list-style-type: none"> Over 50% of the families of children surveyed are not in receipt of any service. 85% reported that they have waited or continue to wait for more than a year. Of these families, 27% were waiting 2-4 years, 16% were waiting, 4-6 years and 5% for 6 years or more 48% of families cited difficulties with communication from the services as one of their top 3 issues with the service. 19% of families provided us with detail relating to concerns about quality of service. 	This report was quoted by TDs and Minister as a call to improve therapy services

Policy Submission	Key Asks	Impact
Submission for the Next Government Policy Framework for Children and Young People in Ireland	All children and young people should have access to the health services they need. Services must be resourced enough across all Ireland.	Recommendations included in the Policy Framework for Children and Young People 2023-2028 Blueprint
Submission On Reasonable Accommodation Funds	Autistic people and people with an intellectual disability need to have access to services and education. More needs to be done to raise awareness about them and they should be supported to participate in the community.	Autism Innovation Strategy Public Consultation Report has been published and includes our inputs.
Pre-Budget Submission 2023	<p>We called for:</p> <ul style="list-style-type: none"> • An increase of €20 per week in the disability allowance. • A cost of disability payment of €50 per week for every disabled person. • A workforce planning strategy to address the issues with access to children's therapy services. • A multi-annual, fully costed plan for moving towards an inclusive education model of education. • Investment of 410 million euro every year for the next 5 years to help with the housing crisis faced by disabled people. • The implementation of the Disability Capacity Review and Cost of Disability Report 	Some measures to help people with the cost-of-living crisis were taken and additional funding went to Disability Services.
Submission on the Housing Adaptation Grant	<p>Remove the means test on the home adaptation grant to ensure disabled people can make the required adaptations to keep living with dignity in their own home.</p> <p>The grant level of funding should be increased to reflect the actual construction cost as it has been reviewed for many years.</p> <p>The Housing Adaptation Grant must be made available to new built homes.</p>	Housing Adaptation Grant is still being reviewed at the moment.

Policy Submission	Key Asks	Impact
Thematic Report for the United Nations Committee On The Right Of The Child	<p>There is a lack of children's therapeutic services in Ireland which has negative effects for children's development and well-being.</p> <p>Access to inclusive education, while improving, still remains an issue. Many children are still segregated in special schools, far from their communities. Others are entirely denied their right to education through reduced timetables, expulsions and the lack of school places.</p> <p>Opportunities for children to participate in matters that affect them and have their voices heard are too limited. While advocacy exists for certain groups of children (e.g: children in care) there is no representative advocacy for children with intellectual disabilities.</p>	The UN Committee had a special focus on children with an intellectual disability during the review. Strong recommendations have been made in the Concluding Observations issued in 2023.
Submission on the Home Care and Home Support Regulations.	Definition and terminology used in the document needs to be reviewed to be more rights-based.	The regulations are being finalised at the moment with all the inputs received from the public consultation.
Submission on the Mid-Term Review of the Roadmap on Social Inclusion.	<p>The Department of Social Protection should implement the recommendations of the cost of disability report urgently.</p> <p>Important investment should be made during the next 5 years to ensure that people placed in congregated setting, nursing homes or still living with older parents can all be supported to live in the community.</p>	The mid-term review has been done through the public consultation but there is currently no published document.

A snapshot of Inclusion Ireland in the Media 2022



RTÉ

Call for more 'choice and control' on how people with intellectual disabilities live



Ailbhe Conneely - Social Affairs & Religion Correspondent

9th August 2022

Independent.ie

Families of special needs kids take legal action over their exclusion from classrooms



Wayne O'Connor

20th November 2022

THE IRISH TIMES

Court ruling highlights 'unacceptable' waiting lists for children, disability campaigners say

Thousands of vulnerable children waiting years to access speech and language, occupational therapy and other interventions



Carl O'Brien - Education Editor

21st July 2022

RTÉ RADIO 1

Today with Claire Byrne

Inclusion in the Workplace

Radio 1 - Today with Claire Byrne

3rd October 2022

RTÉ RADIO 1



Morning Ireland

Review launched of legislation that provides education for children with special needs

Derval McDonagh, CEO of Inclusion Ireland, on a review of legislation providing for education for children with special educational needs.

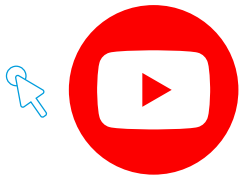
Radio 1 - Morning Ireland

30th November 2022



Click on box to read / listen

Our Impact at a Glance



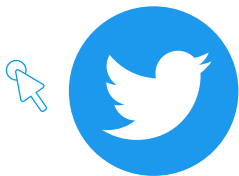
YouTube
36,575

Views on videos we made in 2022



Website
54,600

Unique visitors visited our website in 2022 to find information



Twitter
900,000

Tweet Impressions - This is the total amount of times that all our tweets were seen by people on Twitter in 2022



Facebook
101,194

Page Reach - This is the amount of people who saw our information on Facebook in 2022



Policy Submissions
23

We submitted 23 Policy Submissions in 2022



Self Advocates
600

We engaged with 600 self advocates in 2022



Enquiries
1400

The main queries people contacted us about were around Residential Services / Supports and Education.

Story 3

Tamara joins the European Disability Forum Youth Committee

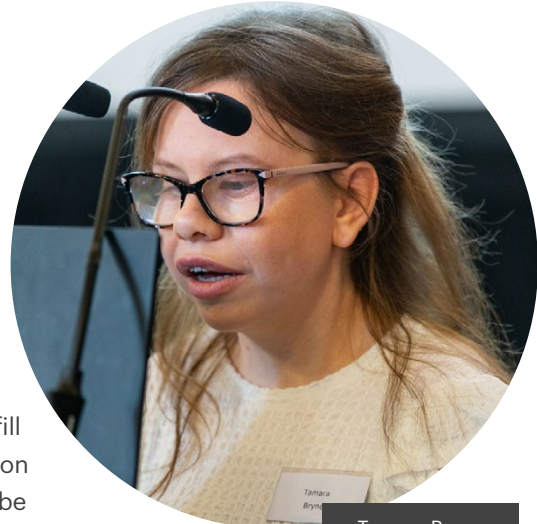
My name is Tamara Byrne.

In 2022 Inclusion Ireland told me that there was a chance to join a committee in Europe and asked if I would be interested. Inclusion Ireland staff helped me fill out the application form for the committee, and Inclusion Europe backed my application. I didn't know if I would be successful because I was so near the maximum age for joining.

I was really excited about the opportunities joining a European Youth Committee for four years could bring. I was in shock when I found out that I was picked to be part of the committee.

There are young people with a disability from all over Europe on the committee, but I am the first person with an intellectual disability to join. We meet online and represent the European Disability Forum at lots of events. I am so happy to meet new people and hear their stories. I do find it hard to understand the emails that are sent to the group a lot of the time because the words that are used can be ones I don't understand or they send lots of information in the same e-mail. I love talking to people and being up on the stage giving speeches but it is hard to sit on a panel without someone to support me because people can speak really fast, with different accents and ask questions without giving me time to think of an answer. Because the committee have not worked with someone with an intellectual disability before I give them advice and feedback so they can learn what supports I need and what makes it harder for me to be part of a group like this. The staff from Inclusion Ireland are helping me to build my confidence to say when something is not working for me so I can remove the barriers that stop me doing my best.

It means a lot to me to have a chance to talk about the challenges I face as a young person with an intellectual disability. I hope by telling my story and how I get past barriers that I can help to make things change for the better in the future. Speaking all over Europe is great because we can learn from each other and I can use my media and presentation skills to represent people with an intellectual disability in a positive way. I am making history and people quote me which feels amazing and makes me really proud.



Tamara Byrne

Summary of Financial Statements

All Inclusion Ireland members receive a copy of the 2022 accounts by email.

The accounts say where we got money and how we spent it. There is a Plain English summary of the accounts for members below. Inclusion Ireland's audited accounts for 2022 are available on our website www.inclusionireland.ie

Plain English Financial Statements for Inclusion Ireland 2022

This document has information about Inclusion Ireland's financial statements for the year 2022. We made this document in Plain English to explain the important parts of information about our money and finances well. There may be other parts of the information that you would like to know about and you can find that information in the full financial statements.

Director's Report

The Board approved the Financial Statements on 28 June 2023.

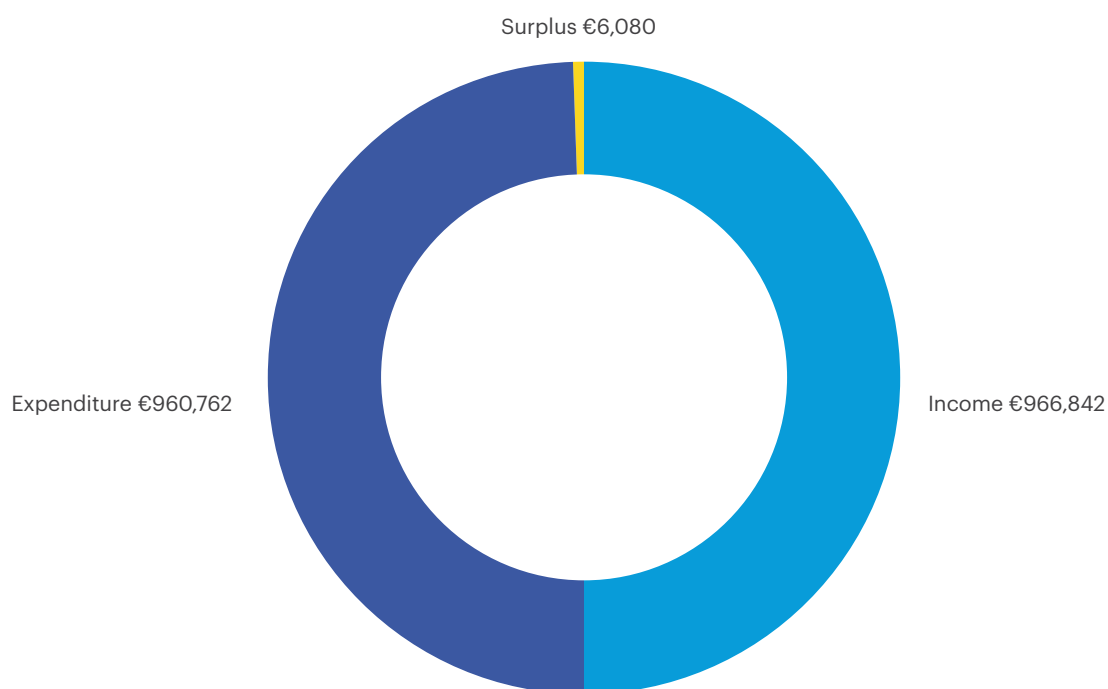
- The Audit and Risk Committee proposes the annual budget to the Board and reviews the company's activities and costs during 2022 and provides a regular report to the Board.
- All Board Directors are volunteers and receive no pay or benefit from their position.
- The Directors are satisfied that the company finances are healthy.
- The Directors continue to carry out the processes and reporting required by the Charity Regulator and Charities Act 2009 and Standards in Public Office Act 2001.
- The Company's current reserves are equivalent to 99 days trading.

Financial Statements

Our auditors have checked our accounts for 2022 and the full Financial Statements for Inclusion Ireland is available on our website www.inclusionireland.ie

From: 1st January 2022 to 31st December 2022

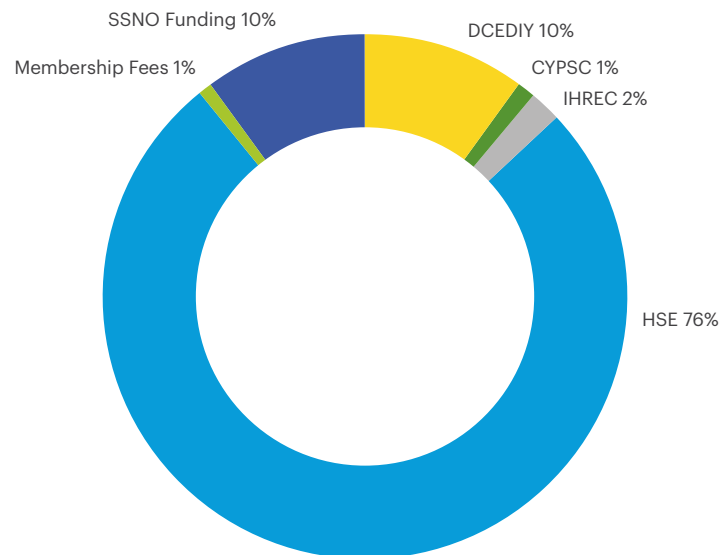
Expenses (Money We Spend)	2022	2021
Total	€960,762	€739,643
Overall Surplus for 2022	€6,080	€19,061



Inclusion Ireland 2022 Accounts Explained

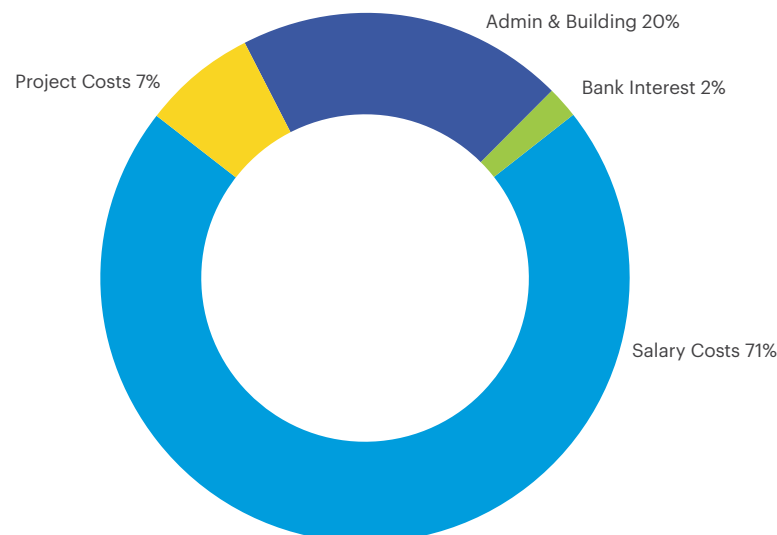
The HSE is our main funder. We also receive Scheme to Support National Organisations (SSNO) funding from Pobal and money from the Department of Children, Equality Disability Integration and Youth (DCEDIY) for organising the Disability Participation and Consultation Network (DPCN). We also get some smaller grants for other projects. Inclusion Ireland is always looking at other sources of income to meet our strategic objectives.

Breakdown of Income of €966,842 we get



What we spent our expenditure of €960,762 on

Inclusion Ireland's main expenditure is on staff salaries. We employed 16 staff in 2022 with a mix of full time, part time and fixed term contracts.



Most of our costs are on wages and salaries

Our Administration costs are the costs that relate to running the office. These **include** telephone, postage, water rates, computer costs, service charges, insurance, EBS, repairs and maintenance, motor and travel expenses, auditor fees, professional and legal fees, bank charges and various subscriptions. They also include redundancy costs and depreciation costs.

They **do not include** the salary costs and specific costs relating to the various projects that are listed separately.

Inclusion Ireland Balance Sheet Summary

As at 31st December 2022

Money We Have	
Fixed Assets – Building	€441,600
Fixed assets – computers, desks, etc.	€2,960
Current Assets	€457,435
Current Assets	€24,886
Total	€926,881
Money We Owe	
Mortgage Account	€357,065
Other bills that are not paid yet	€167,925
Total	€524,900
Overall Assets	€401,891

Acknowledgements

Thank you to all of our members, self-advocacy groups and parent and family groups that we worked with in 2021.

Inclusion Ireland received funding from:

The Health Service Executive, Healthy Ireland Fund, The Government Scheme to Support National Organisations, the Irish Human Rights and Equality Commission, The Community Foundation (RTE People in Need), The Department of Children, Equality, Disability, Integration and Youth and membership fees, The Decision Support Service UCC, CYPSC, Healthy Ireland.

Partners



Feidhmeannacht na Seirbhíse Sláinte
Health Service Executive



Rialtas na hÉireann
Government of Ireland



Coimisiún na hÉireann
um Chearta an Duine
agus Comhionannas
Irish Human Rights and
Equality Commission





An Roinn Leanaí, Comhionannais,
Míchumais, Lánpháirtíochta agus Óige
Department of Children, Equality,
Disability, Integration and Youth



Offaly County Council
Comhairle Chontae Uíbh Fhailí



SLIGO COUNTY COUNCIL

Inclusion Ireland receives funding from
Government through the Scheme
to Support National Organisations,
administered by Pobal to do this work.



Rialtas na hÉireann
Government of Ireland



pobal

government supporting communities

Inclusion Ireland receives funding from
Government through the Scheme
to Support National Organisations,
administered by Pobal to do this work.



Rialtas na hÉireann
Government of Ireland



Coimisiún na hÉireann um Chearta
an Duine agus Comhionannas
Irish Human Rights and Equality Commission



Inclusion Ireland

The National Association for People
with an Intellectual Disability.

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